

6Ug_YhVU`!7Ua dg'Ui Z'\c\Yf'GYY.'5=85
`cW_h'i' b[Y'HU`YbhY'&\$&) °

5=85'7fi]gYg'V]YhYh'ja 'Gca a Yf'&\$&) '6Ug_YhVU`WUa dg'ZØf
%\$!'V]g'%(!\f][Y'Ub'6cfX'XYf'5=85bcj U"G]WYfb'G]Y'g]W
^Ynh'D`ÀhnY°



?]Y`ž`8Yi hgWk`UbX`!`5-85`7fi]gYg`i bX`X]Y`FcghcW`GYUk c`j Yg
dfÅgYbh]YfYb`ja`Gca`a Yf`&\$&) `Y]b`Y]bn][Ufh][Yg`9f`YVb]g`ZØf
gdcfhVY[Y]ghYfhY` : Ua`]Yb.`8]Y`VY]XYb`6Ug_YhVU`WUa`dg`Ui Z
`c`Yf`GYŽX]Y`Ui ZXYa` ?fYi nZU\fhgW]ZZ`5-85bcj U`ghUhhZ]bXYb
k YfXYb`"8]YgY`gdYn]Y`Yb`J YfUbghU`hi b[Yb`g]bX`XUfUi Z`Ui g[Y`Y[hž
?]bXYfb`i bX`ž [YbX`]WkYb`ja`5`hYf`j cb`%\$`V]g`%(`U\`fYb`X]Y
A Ò[`]Wk_Y]h`ni `V]YhYbž`]\fY`6Ug_YhVU`ZÅ\][_Y]hYb`ni`j YfVYggYfb
i bX`[`Y]WknY]h][`XYb`a Uf]h]a Yb`7\Ufa Y`XYf`?fYi nZU\fh`ni
[Yb]Y»Yb`"7fi Wf`c`A U[Un]b`VYf]Wk hYhž`XUgg`X]Y`7Ua`dg`HY`]`XYf
g]YVYb`hÅ[][Yb`FY]gYb`G`UbX]bUj]gWkY`<][\`][\hg`UV`?]Y` `g]bXž
X]Y`]b`nk Y]`NY]hfÅi`a Yb`ghUhhZ]bXYb.`j ca` `&`"ž` `]V]g`&`"5i [i gh
i bX`j ca` `&`"V]g`" \$`"5i [i gh`&\$&)"

8]Y`7Ua`dg`V]YhYb`Y]b`j]Y`ZÅ`h][Yg`Dfc[fUa`a ž`XUg`j cb`hÅ[`]WkYb
HfU]b]b[gY]b`Y]hYb`Ui ZXYa`6Ug_YhVU`ZY`X`Ui Z`8YW`%, `V]g`ni
HYUa`Vi`]X]b[!5`_hj]hÅhYb`fY]Wk`h`BYVYb`XYb`GWk`Yfdi`b`hYb
GWk`bY`][_Y]hž`K`i`fZhYWk]b`_i`bX`HU`h]_XØfZYb`g]Wk`X]Y`HY]`bY`a`Yf
Ui Z`ni`gÅh`]WkY` : fY]nY]hU`_hj]hÅhYb`k`jY` :]`a`UVYb`XYž`6Ygi`WkY`ja
?`YhYfd`Uf`_i`bX`[Ya`Y]bgUa`Y`Gd]Y`Y`ZfYi`Yb`"9]b`<][\`][\h`k`]fX
X]Y`6Y[Y[bi`b[`a`]h`c`_U`Yb`6Ug_YhVU`j`YfY]bYb`]b`nk`Y]`XYf
<UZ]bghÅXhY`gY]bž`X]Y`Ui ZXYf`FY]gYfci`hY`VYgi`Wk`h`k`YfXYb`"8Yf
6i`bXYghfU]bYf`i`bX`DfcZ]!Gd]Y`Yf`Gj`UbhY`GWk`a`i`bX`h`k`]fX`XUg
HfU]b]b[`Y]hYbž`k`Ug`XYb`HY]`bY`a`YbXYb`Yfa`Ò[`]Wk`hž`j`cb`Y]bYa
XYf`6YghYb`ni`"YfbYb"

6YgcbXYf\Y]hYb`i`bX`5ba`Y`Xi`b[

8]Y`C`f[Ub]gUh]cb`XYf`7Ua`dg`k`]fX`j`ca` `FcghcW`GYUk`c`j`Yg`Y`"J`"
ØVYfbca`a`Ybž`XYf`Ui`Wk`Y]bY`]bX]j`]Xi`Y`Y`6YhfYi`i`b[`Xi`fWk
`nYbn]YfhY`7c`UWk`Yg`[Yk`Å`f`Y]ghYh` : Øf`Y]bYb`ni`gÅh`]WkYb`5bfY]n
Yf`U`hYb`X]Y`HY]`bY`a`Yf`Y]b`c`Wk`Yfh][Yg`7Ua`d!G\]fhi`bX`Y]bY
Hf]b`_ZUgWkY`"i`a`Y]bYb`fY]Vi`b[g`c`gYb`5V`Ui`Z`ni`[UfUbh]YfYbž
k`]fX`Y]b`]bX]j`]Xi`Y`Y`f`HU[YgUV`Ui`Z`Øf`Y`XYg`?]bX
ni`gUa`a`Yb[YghY`h`"5i`Wk`Y]b`Yi`_i`g]j`Yg`A`YYh`/` ; fYYh`a`]h`DfcZ]!
Gd]Y`Yfb`]gh`HY]`XYg`Dfc[fUa`a`gž`gc`XUgg`X]Y`4`b[Yb`Gdcfh`Yf`X]Y
A Ò[`]Wk_Y]h`U`VYbž`g]Wk`a`]h`]\fYb`ž`c`Yb`Ui`gni`hUi`gWkYb"

8]Y`B UWX ZFU[Y`ZØf`X]YgY`7Ua dg`]gh`VYfY]hg`Yhnh`cW ž`k Yg\U`V
 Y]bY`ZfØ\nY]h][Y`5ba Y`Xi b[`Ya dZY`\`Ybgk Yfh`]gh`"D`ÀhnY`_`ÒbbYb
 V]g`ni `XfY]`HU[Y`j cf`FY]gYVY[]bb`ØVYf`XYb`i f`Ui Vgd`UbYf
 a m5-85`[YVi W`h`k YfXYb`"5-85`7fi]gYg`i bhYfghØhnh`X]Y`F cghcW_
 GYUk c`j Yg`VYfY]hg`gY]h`&\$&&]b`j YfgW`X]XYbYb`:`cfa Ybž`XUfi bhYf
 XUg`Gdcbgcf]b[`i bX`Dfc[fUa a Y`ni f`B UWX k i W`gZØfXYfi b["8Uni
 nÀ`\`Yb`-b]h]Uh]j Yb`k]Y` 6Ug_YhVU``a UWX`h`GW`i `Y ž`X]Y`:`ØfXYfi b[
 XYf`FY[]cbU`][U!ž [YbXa UbbgW`UZhYb`i bX`X]Y`GYUk c`j Yg
 5WXYa m`gck]Y`X]Y`5-85`Ghi XYbhYb`][U`"GYUk c`j Yg"XY`k Y]gh
 XUfUi Z`\]bž`XUgg`X]Y`7Ua dg`b]W`h`bi f`Y]bY`7\`UbW`ZØf`gdcfh]W`Y
 6Yh`Àh][i b[`V]YhYbž`gcbXYfb`Ui W`Y]bY`dYfZY`_hY`?ca V]bUh]cb`Ui g
 HfU]b]b[`i bX`9f`c`i b[`Ui Z`c`\Yf`GY`Y`XUfghY``Yb"

8YhU]`g	
C fh	?]Y`ž`8Yi hgW`X`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Wfi W`fc!a U[Un]b"XY • gYUk c`j Yg"XY

6Ygi W`X Yb`G]Y`i bg`Ui Z.`Y]bY`!fY]gY"XY